

TABLE XXXVIII. 401k, POSITION CLASSIFICATION, AND PAY SYSTEM

January 2003

County	401k Plan		Classification		Pay System				Performance Appraisal System	% Employees Receiving Merit Increases	FY 01–02 Cost of Living
	Plan	Contribution	Plan	Last Update	Plan	Last Update	Posted on Web	Probation Increase			
Alamance	yes	2.00%	yes	2002	yes	2002	no	no data	yes	100.0%	no data
Alexander	yes	no	yes	2000	yes	2001	no	no data	yes	0.0%	0.00%
Alleghany	yes	no	yes	2002	yes	2002	n/a	no data	no	0.0%	1.88%
Anson	yes	2.00%	yes	1988	yes	no data			no	20.0%	4.00%
Ashe	yes	2.00%	yes	1994	yes	1994	no	no data	no	no data	\$636
Avery	yes	5.00%	yes	2001	yes	2001	no	no data	no	no data	no data
Beaufort	yes	0.50%	yes	2000	yes	2002	no	no data	no	0.0%	1.50%
Bertie	yes	no	no	n/a	no	n/a	no	no data	no	5.0%	2.00%
Bladen	yes	no	yes	1997	yes	2000	no	n/a	yes	0.0%	0.0%
Brunswick	yes	5.00%	yes	1998	yes	2002	no	no data	yes	61.0%	1.50%
Buncombe	yes	5.00%	yes	1993	yes	2001	no	no data	no	n/a	no data
Burke	yes	2.00%	yes	2000	yes	2000	yes	no data	no	no data	0.00%
Cabarrus	yes	5.00%	yes	2002	yes	2002	no	no data	yes	no data	1.50%
Caldwell	yes	no	yes	2001	yes	2001	yes	no data	yes	0.0%	no data
Camden	yes	no	yes	1998	yes	2001	no	no data	yes	no data	3.0% min.
Carteret	yes	0.50%	yes	2002	yes	2002	no	no data	yes	0.0%	no data
Caswell	no	n/a	yes	1998	yes	1998	no	no data	no	n/a	0.00%
Catawba	yes	no	yes	1999	yes	2001	yes	n/a	yes	75.0%	2.00%
Chatham	yes	4.50%	yes	2001	yes	2001	no	no data	yes	95.0% ¹	0.00%
Cherokee	yes	no	yes	2002	yes	2002	no	no data	yes	0.0%	0.00%
Chowan	yes	no data	yes	no data	yes	2002	no	no data	no	n/a	1.00%
Clay											
Cleveland	yes	5.00%	yes	1999	yes	2001	yes	no data	yes	no data	no data
Columbus	yes	no	yes	1993	yes	1996	no	no data	no	n/a	0.00%
Craven	yes	3.00%	yes	2002	yes	2002	no	no data	yes	28.0%	2.00%
Cumberland	yes	no	yes	no data	yes	no data	yes	no	yes	0.0%	0.00%
Currituck	yes	4.86%	yes	1997	yes	2002	no	no data	yes	no data	2.00%
Dare	yes	no	yes	2000	yes	2000	no	5.00%	yes	25.0%	1.10%
Davidson	yes	no	yes	1998	yes	1999	no	no	yes	no data	0.00%
Davie	yes	2.00%	yes	1999	yes	2002	no	5.00%	yes	no data	2.00%
Duplin	yes	no	yes	2002	yes	2002	no	no data	yes	n/a	2.00%
Durham	yes	5.00%	yes	2001	yes	2001	no	yes	yes	no data	0.00%
Edgecombe	yes	1.00%	yes	2002	yes	2002	no	2.50%	yes	0.0%	0.00%
Forsyth											
Franklin	yes	4.00%	yes	1995	yes	2002	no	2.50%	yes	0.0%	2.50%
Gaston	yes	no	yes	1994	yes	2002	no	no data	yes	99.0%	0.00%
Gates	no	n/a	yes	1982	yes	2001	no	no data	no	11.8%	3.00%
Graham	yes	5.00%	no	n/a	no	n/a	no	no data	no	n/a	no data
Granville	no	n/a	yes	1997	yes	1997	no	no data	yes	3.0%	0.00%
Greene	yes	no	yes	1995	yes	1995	no	no data	no	n/a	4.00%
Guilford	yes	5.00%	yes	no data	yes	no data	yes	no data	yes	94.0%	no data
Halifax	yes	no	yes	in progress	yes	2001	no	no data	yes	99.0%	0.00%
Harnett	yes	2.00%	yes	2002	yes	2002	no	no data	yes	0.0%	0.00%
Haywood	no	3.00%	yes	no data	yes	1999	no	no data	yes	68.0%	0.00%
Henderson	yes	2.00%	yes	2000	yes	2000	no	2.00%	yes	2.0%	0.00%
Hertford	yes	no data	yes	1996	yes	1996	no	no data	no	n/a	0.00%
Hoke	no	n/a	yes	1995	yes	1998	no	no data	yes	2.5%	2.50%
Hyde	yes	no	yes	1985	yes	1985	no	no data	no	0.0%	2.50%
Iredell	yes	5.00%	no data	no data	no data	no data	no	no data	yes	0.0%	0.00%
Jackson	yes	1.00%	yes	2001	yes	2001	no	no data	yes	0.0%	2.00%
Johnston	yes	5.00%	yes	1998	yes	2002	yes	5.00%	yes	89.0%	1.60%
Jones	yes	no	yes	2002	yes	2002	no	no data	yes	0.0%	2.00%
Lee	yes	5.00%	yes	2001	yes	2001	no	no data	yes	0.0%	0.00%
Lenoir	yes	5.00%	yes	2002	yes	2002	no	no data	no	n/a	2.50%
Lincoln											
McDowell	yes	\$21.35/payday	yes	2002	yes	2002	no	0.00%	no	n/a	0.00%
Macon	yes	no	yes	2002	yes	2002	yes	no data	yes	0.0%	2.50%
Madison											
Martin	yes	5.00%	yes	1999	yes	1999	no	no data	no	n/a	0.00%
Mecklenburg	yes	3.00%	yes	1999	yes	2000	yes	no data	yes	no data	0.00%
Mitchell	no	n/a	yes	2000	yes	2000	no	no data	no	0.0%	0.00%
Montgomery	yes	5.00%	yes	2001	yes	2001	no	no data	no	n/a	0.00%
Moore	yes	2.60%	yes	2002	yes	2002	no	0–5%	yes	0.0%	2.50%
Nash	yes	5.00%	yes	2001	yes	2002	no	no data	yes	0.0%	2.50%
New Hanover	yes	no	yes	2002	yes	2002	yes	0.00%	yes	0.0%	0.00%
Northampton	yes	no	yes	1996	yes	1996	no	no data	yes	no data	2.00%

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Onslow	yes	1.00%	yes	1996	yes	2002	no	no data	yes	no data	no data
Orange	yes	\$20 per pay period	yes	1991	yes	2001	no	no data	yes	20.0%	0.00%
Pamlico	yes	3.00%	yes	1994	yes	2002	no	6.00%	yes	0.0%	2.00%
Pasquotank	yes	no	yes	2002	yes	2002	no	no data	yes	0.0%	2.00%
Pender	yes	no	yes	2002	yes	2002	no	no data	yes	95.0%	3.00%
Perquimans	yes	no	yes	1981	yes	1999	no	5.00%	yes	0.0%	2.00%
Person	yes	4.00%	yes	no data	yes	no data	no	no data	no	0.0%	3.00%
Pitt	yes	4.91%	yes	2000	yes	2000	no	2.40%	yes	no data	1.10%
Polk	no	n/a	yes	no data	yes	no data	no	5.00%	yes	no data	2.00%
Randolph	no	n/a	yes	2002	yes	2002	yes	5.00%	yes	13.6%	5.00%
Richmond	yes	3.00%	yes	2002	yes	2002	no	no data	no	0.0%	0.00%
Robeson	yes	4.00%	yes	1995	no	n/a	no	no data	no	n/a	0.00%
Rockingham	yes	5.00%	yes	2002	yes	2002	no	0.00%	yes	75.0%	2.00%
Rowan	yes	3.00%	yes	2002	yes	2002	yes	2.00%	yes	0.0%	1.60%
Rutherford	yes	3.00%	yes	1999	yes	2001	yes	no data	yes	n/a	2.00%
Sampson	yes	2.53%	yes	1992	yes	2000	no	no data	yes	0.0%	0.00%
Scotland	yes	3.75%	yes	2002	yes	2002	no	2.50%	yes	0.0%	0.00%
Stanly	yes	no	yes	2001	yes	2001	yes	5.00%	no	0.0%	1.00%
Stokes	yes	1.00%	yes	2000	yes	2000	no	no data	no	0.0%	0.00%
Surry	yes	no	yes	2002	yes	2001	no	no data	yes	30.0%	0.00%
Swain	yes	no	yes	2001	yes	2002	no	one step	yes	0.0%	2.00%
Transylvania	yes	no	yes	1998	yes	1998	no	no data	yes	98.0%	2.00%
Tyrrell	yes	no	yes	1976	no data	no data	no data	no data	no data	no data	no data
Union	yes	5.00%	yes	2002	yes	2002	yes	0.00%	yes	60.0%	3.00%
Vance	yes	no	yes	2002	yes	2002	no	no data	yes	0.0%	3.00%
Wake	yes	5.00%	yes	no data	yes	no data	yes	n/a	yes	no data	no data
Warren	no	n/a	yes	2002	yes	2002	no	0.00%	yes	93.0%	no data
Washington	yes	3.00%	yes	1998	yes	2001	no	no data	no	n/a	2.00%
Watauga	yes	3% ²	yes	2002	yes	2002	no	no data	yes	99.9%	no data
Wayne	yes	no	yes	2001	yes	2002	no	no data	yes	0.0%	1.60%
Wilkes	yes	no	yes	2001	yes	2001	no	no data	no	n/a	2.50%
Wilson	yes	2.50%	yes	1996	yes	1996	no	0.00%	no	n/a	0.00%
Yadkin	yes	1.00%	yes	1996	yes	2001	no	no data	no	n/a	0.00%
Yancey	yes	no	yes	2000	yes	2001	no	no data	yes	20.0%	5.00%

1. No COLA, 0–8 percent individual merit increase based on performance

2. Plus \$30/month if no dependent health coverage